

*FROM-3*  
OEL 1931/63

20 November 1963

MEMORANDUM FOR: Director of Personnel

SUBJECT : Comment on 100 Universities Program

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1. The following impressions were obtained from my participation in the subject program at 

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a. In no case did I find other than friendly and interested reaction toward the functions, objectives and performance of the Agency mission. In all cases questions reflected a sincere desire for information which could be useful in a student advisory program.

b. A cross section of questions asked at all of our meetings is:

(1) What opportunities exist for a career in intelligence work for women?

(2) Are your salaries competitive at all levels both with industry and the revised salary schedules in universities and colleges?

(3) A question was always put asking clarification on the roles of NSA and CIA. Further, during the periods of informal discussions, considerable misunderstanding on this topic was apparent. I answered the question by stating that while the NSA product is a form of intelligence, it is raw intelligence in our view to be used by CIA in production of finished intelligence. This appeared to satisfy questions on this point.

2. In each instance care was taken to state that we had no right or privilege in asking that any university or college professor represent this Agency to his students. At the same time, we are very much aware of a professor's responsibilities to his students to supply them with information useful in career planning. In this regard we emphasized that each professor has a real "need to know" for information concerning the techniques of intelligence.

3. The 100 Universities program is not a one way street. We pride ourselves in having a forward looking program of internal training for our personnel and I believe we do have such a program! It is important to realize that participation in a program such as this is highly instructive and refreshing to an Intelligence Officer in that he has opportunity for discussions with educators in a way far different from his daily work and in a way which I found highly instructive. After 20 years being away from teaching on a college campus it was highly rewarding and instructive to hear of the work and study being given to reorganization of the academic disciplines. It was also a rewarding experience to sit in with the Agency Personnel Field Representatives and hear the commentary from the various students expressing an interest in career service with the Agency.


4. If any hostilities were to develop from a series of meetings and presentations of this type, it could most easily develop if we were to take a position contrary to the apparent majority view that all qualified undergraduate students should complete graduate level studies before taking up their life work. We had no trouble on this point, because, with the exception of certain positions such as are currently required by NPIC, we would prefer to await employment discussion with students until they have completed their masters studies. If this position is maintained there should be no difficulty in dealing with any faculty advisor on student career planning. This does not rule out the need and desirability of contacting undergraduates in their junior and senior years.

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5. Appreciation is expressed for the very excellent support and assistance received from [REDACTED]

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for the arrangements supporting these meetings and for their excellent support during the discussion phase following each formal presentation. Because I consider it a real privilege to have participated in this program I look forward to the possibility for similar opportunities in succeeding years, and recommend that the program be continued.



Deputy Assistant Director for ELINT  
Deputy Director  
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